

THIS DOES NOT
CIRCULATE

Montville Township Board of Education
BOARD OF EDUCATION OF THE TOWNSHIP OF MONTVILLE

AND

MONTVILLE TOWNSHIP EDUCATION ASSOCIATION

X 1983-1984

1984-1985

LIBRARY
Institute of Management and
Labor Relations

NOV 28 1983

RUTGERS UNIVERSITY

AGREEMENT

THIS AGREEMENT, entered into this 11th day of OCTOBER,
1983, by and between

THE BOARD OF EDUCATION OF THE TOWNSHIP OF MONTVILLE,
County of Morris, and State of New Jersey, hereinafter
referred to as "the Board";

AND

THE MONTVILLE TOWNSHIP EDUCATION ASSOCIATION, hereinafter
referred to as "the Association";

WHEREAS, the Board and the Association in accordance with
the New Jersey Employer-Employee Relations Act, have met and col-
lectively negotiated in good faith the terms and conditions of
employment of the members of the Association for the school years
1983-84 and 1984-1985; and

WHEREAS, as a result of the aforesaid collective negotia-
tions certain terms and conditions have been agreed upon;

NOW, THEREFORE, in consideration of the mutual covenants
contained herein the parties hereto for themselves, their successors
and assigns, agree as follows:

ARTICLE I RECOGNITION

SECTION 1: The Board hereby recognizes the Association
as the sole and exclusive representative for collective negotiations
concerning grievances and terms and conditions of the employment
of all certificated personnel employed by the Board who have individ-
ual annual contracts with the Board, except approved aides, the
school psychologist, subject supervisors and administrators.

SECTION 2: Unless otherwise agreed, the term "teachers"
when used in this Agreement shall refer to all employees within the
bargaining unit represented by the Association.

ARTICLE II LEGAL REFERENCE

SECTION 1: If any provision of this Agreement is held
to be contrary to law, then such provision and application shall

not be deemed valid and subsisting, except to the extent permitted by law. All other provisions contained herein shall continue in full force and effect.

SECTION 2: Individual non-tenured teachers employed by the Board shall execute individual employment contracts with the Board.

SECTION 3: Any individual contract between the Board and an individual teacher, heretofore or hereafter executed, shall be subject to and consistent with the terms and conditions of this Agreement. If an individual contract contained any language inconsistent with this Agreement, this Agreement, during its duration, shall supersede.

SECTION 4: Nothing contained herein shall be construed to deny or restrict to any teacher such rights as such teacher may have under New Jersey School Laws or other applicable laws and regulations.

ARTICLE III

COMPENSATION

SECTION 1: Subject to the recommendations of the Superintendent to the Board's Personnel Committee and approval by the Board, the individual contract of each teacher employed by the Board shall provide for compensation in accordance with the salary guide attached hereto as Schedule A and incorporated by a reference.

SECTION 2: Subject to the recommendations of the Superintendent and approval by the Board, the individual contract of each coach employed by the Board shall provide for compensation in accordance with the stipend guide attached hereto as Schedule B and incorporated by a reference.

SECTION 3: Subject to the recommendations of the Superintendent and approval by the Board, the individual contract of each advisor employed by the Board shall provide for compensation in accordance with the stipend guide attached hereto as Schedule C and incorporated by a reference.

ARTICLE IV

TEACHER LEAVE

SECTION 1: All teachers shall be granted ten sick days

leave. Any unused sick leave days shall be cumulative and available for sick leave, if needed, in subsequent years. The parties hereto recognize that the Board may require a validated doctor's certificate as a condition for the granting of sick leave. The parties hereto further agree that the Board, through the Superintendent, may require that teachers submit to a physical examination by the school medical examiner as a condition for the granting of sick leave.

SECTION 2: The Board agrees to pay the cost of the New Jersey Teachers Pension and Annuity and the related contributory insurance premiums for tenured teachers upon the expiration of the teacher's accumulated sick leave. Such payment will be made for a duration in days equivalent to the number of calendar days of sick leave accumulated at the onset of the specific illness.

The request for this benefit must be accompanied by a validated doctor's statement. The Superintendent, at his discretion, may require a physical examination by the school medical examiner.

SECTION 3: Teachers shall be entitled to five non-cumulative leave days per year with pay due to personal circumstances which shall include the following: personal legal matters, religious holidays, severe illness in the immediate family, marriage of the employee or member of the employee's "immediate family," personal emergency or family matters.

- (a) Three such personal days may be taken without a statement of the reasons for such leave provided that notification be given by the teacher to the Superintendent or his designee prior to the start of the school day for which such leave is sought.
- (b) The remaining two personal days may be taken only upon the prior submission by the teacher of a statement of the reason(s) for such leave to the Superintendent or his designee, at least forty-eight hours prior to the leave requested except in circumstances of emergencies, in which event the reasons shall be furnished as soon as possible. The Superintendent shall evaluate the request and the reasons given for leave provided herein in accordance with the standards for leave for personal emergency days, as set forth herein.
- (c) No personal day shall be used before or after a holiday or vacation to extend the vacation, but may be used for one of the above reasons with the

approval of the Superintendent and the building administrator.

SECTION 4: Each unused non-cumulative personal day shall be converted to cumulative sick leave at the end of each school year.

SECTION 5: Upon retirement, after fifteen (15) years of service in the district and collecting pension benefits, teachers will be paid \$18 a day for two-thirds ($2/3$) of their accumulated sick day leave. Eligibility for this payment shall be contingent upon eligibility under the New Jersey State Retirement System.

SECTION 6: Teachers shall also be entitled to take a total of four leave days in circumstances where there is a death of a member of the teacher's "immediate family, which shall be defined as including the teacher's spouse, child, parent, mother-in-law, father-in-law, brother or sister. The Superintendent shall have the discretion to grant a reasonable extension of such leave for death in the teacher's "immediate family" in the event a request for such extension is made, and the Superintendent determine that such request is reasonable.

SECTION 7: The parties hereto agree that a sabbatical leave may be granted upon the following terms and conditions:

- (a) A sabbatical leave may be granted to a teacher for study in the teacher's area of specialization, or for other reasons deemed sufficient by the Montville Township School District, as determined by the administration and approved within the sole discretion and final authority of the Board.
- (b) A teacher may apply for a sabbatical leave only upon the completion of at least seven (7) full years of service in the Montville Township School District.
- (c) No more than two (2) teachers shall be granted sabbatical leave for the same year.
- (d) Requests for sabbatical leave shall be made before January 2 prior to the year for which such absence is requested. Such application shall be made upon a form furnished by the Board and shall be accompanied with the detailed proposal for study or research to be accomplished during the leave. Action on all such requests shall be taken by the Board no later than March 1 of the first year following receipt of the request.
- (e) The teacher may be granted a sabbatical leave for one-half ($\frac{1}{2}$) year at full pay or one (1) year and shall receive one-half ($\frac{1}{2}$) of the teacher's full salary at the step the teacher would have obtained had the teacher not taken the sabbatical leave.

Salary payments shall be made to the teacher in accordance with the manner in which salary payments are made to the teachers who have not received sabbatical leave. Teachers who were granted a sabbatical leave shall be entitled to the same salary increments, salary increases and fringe benefits which the teachers would have received in the absence of a sabbatical leave.

- (f) There shall be a written contract between the Board and the individual teacher which shall embody the terms and conditions of the sabbatical leave. The teacher who is granted a sabbatical leave shall be expected to acknowledge in writing his or her expectation and desire to return to the Montville Township School District following the leave for a minimum of two (2) years. If the teacher terminates employment within the Montville Township School District before the end of the aforesaid two (2) years period, the teacher will be required to repay to the Board the full amount of the salary paid to the teacher during the sabbatical leave.
- (g) The parties hereto expressly agree, and the teacher shall acknowledge in writing before any sabbatical leave is granted hereunder, that such sabbatical leave of absence may be rescinded at any time by the Board, in its sole discretion, when in the sole and absolute judgment and discretion of the Board, the conditions under which the sabbatical leave were granted, have changed, or are not being met. Prior to rescinding a sabbatical leave, the Board shall schedule a hearing at which the teacher or representative will be given the opportunity to demonstrate that the conditions under which the sabbatical leave were granted, have not changed and are being met.
- (h) In no event shall any determination by the Board to grant, deny or rescind any sabbatical leave(s) be subject to binding arbitration as provided herein. It is the intent of the parties hereto expressly exclude any determination by the Board related to sabbatical leave from the binding arbitration grievance procedure as established herein.
- (i) However, the parties agree that any decision made by the Board pursuant to this provision shall be subject to and administered pursuant to the grievance procedure in this Agreement, and that the final and exclusive remedy in such case shall be the utilization of advisory arbitration.

SECTION 8: Notwithstanding any past practice in the School District, the leave granted in the within article shall constitute the total leave allowed to teachers for which compensation shall be paid by the Board.

SECTION 9: The Board agrees that personnel policies in existence on the effective date of this Agreement which deal with teacher leaves for which compensation is not provided shall not be changed or modified during the term of this Agreement.

ARTICLE V

WORKSHOPS, CONVENTIONS, AND PROFESSIONAL DAYS

SECTION 1: During the school year of 1983-1984 the Board will provide a reimbursement allowance to teachers who attend the NJEA Convention in the amount of \$50.

SECTION 2: During the school year of 1984-1985 the Board will provide a reimbursement allowance to teachers who attend the NJEA Convention in the amount of \$50.

SECTION 3: In order to qualify for reimbursement, teachers must submit verification of attendance to the administration upon the official forms provided by the NJEA.

SECTION 4: It is the belief of the Board of Education that in instances where the educational program of the school district will benefit in a significant manner, staff members, with the approval of the Superintendent of Schools or his designee, may be granted professional days. Approval will be contingent on compliance with the administrative guidelines and procedures as established by the Superintendent and the availability of funds designated for this purpose.

ARTICLE VI

CREDIT UNIONS

The Board upon submission of appropriate requests by individual teachers shall make deductions and deposits on behalf of such teachers with the Tri-County Federal Credit Union in accordance with statutes which require the Board to make such deductions or deposits.

ARTICLE VII

INSURANCE

SECTION 1: The Board will provide hospitalization insurance for those teachers employed by it with coverage being sub-

stantially similar to the coverage provided by Blue Cross-Blue Shield Family Plan with Rider J. The Board reserves the right to select and/or change the insurance company to provide the coverage.

SECTION 2: Upon retirement, teachers are eligible to purchase the same hospitalization coverage provided by the Board of Education for its active teacher employees.

SECTION 3: The Board agrees to maintain the present level of medical benefits. It is understood that specific benefits may vary from policy to policy.

SECTION 4: The Board will provide Dental Insurance for the teachers employed by it with coverage being substantially similar to coverage provided by Blue Cross-Blue Shield Individual Plan B, with no deductible.

ARTICLE VIII

TUITION REIMBURSEMENT

SECTION I: The Board will reimburse tenure teachers one-half of their tuition, not to exceed \$50 per credit, with a maximum of nine credits in a fiscal year, upon successful completion of the course and presentation of a transcript. The maximum amount of money the Board will expend for all tuition reimbursement is \$20,000 per year. In order to qualify for tuition reimbursement a priority of tuition reimbursement to tenured teachers is established as follows:

- (a) To be reimbursed before all others:
tenured teachers matriculated in a Masters Degree Program.
- (b) To be reimbursed after all of those in subsection (a) above:
tenured teachers enrolled in graduate level courses related to their teaching assignments, as determined and approved by the Superintendent with the following qualification: those tenured teachers enrolled in graduate courses who have not received a Masters degree and are not matriculated in a Masters program will, for the time they are employed by the school district, receive reimbursement for a maximum of 15 credit hours.

SECTION 2: Tenured teachers to receive tuition reimbursement will be selected by a special panel comprised of two school administrators, two representatives of the Association, and one Board member. This panel shall also establish any rules

or regulations necessary for the administration of this program.

ARTICLE IX GRIEVANCE PROCEDURE

SECTION 1: A "grievance" shall be defined as a claim by a teacher, or group of teachers, based upon the interpretation, application or violation of this Agreement, policies or administrative decisions and practices affecting a teacher or group of teachers.

SECTION 2: The following matters shall not be a basis of a grievance under this Article:

- (a) A complaint by any non-tenured teacher which arises by reason of non-reemployment of the said teacher;
- (b) A complaint by any teacher occasioned by appointment to or lack of appointment to, retention in or lack of retention in any position to which tenure is not possible or not required;
- (c) A complaint by a teacher occasioned by the withholding of an increment; and
- (d) A complaint by a teacher occasioned by the dismissal of a tenured teacher.

The above exclusions from this grievance procedure shall not be construed or interpreted as an admission or agreement by the Board that any matter not specifically excluded from the grievance procedure is within the scope of said procedure or lawfully arbitrable.

SECTION 3: The primary purpose of the procedure hereby set forth is to secure, at the lowest level possible, equitable solutions to the problem of the parties. Except as is necessary for the purpose of implementing this procedure, both parties agree that these proceedings shall be kept as informal and confidential as may be appropriate at any level of such procedure. Nothing contained herein shall be construed as limiting the right of any teacher having a grievance to discuss the matter informally with any appropriate member of the administration.

SECTION 4: The Board and the teaching staff recognize that the best interests of public education will be served by establishing grievance procedures for professional staff personnel to provide a method for them to seek mutually satisfactory agree-

ment on problems before them, and to appeal through designated channels in the event of an impasse. A grievance hereunder must be filed pursuant to this article within twenty (20) calendar days of the occurrence of the event which is the subject of the grievance. If the grievance is not filed within the aforesaid twenty (20) calendar days, the grievant shall be deemed to have waived the right to file said grievance.

SECTION 5: The processing of a grievance shall occur as follows:

- (a) Level 1: The grievance shall be discussed with the immediate administrative superior (subject supervisor, supervisor, principal, etc.) in an attempt to resolve the matter at that level.
- (b) Level 2: If the grievance remains unresolved, the grievant may set forth the complaint in writing within five (5) calendar days and shall receive a written decision from his immediate superior within three (3) calendar days of submission of the complaint.
- (c) Level 3: If the grievance remains unresolved, the grievant shall, within three (3) calendar days from receipt of the immediate supervisor's decision, set forth in writing the grounds for the complaint to the Superintendent. The Superintendent shall render a written decision with reasons within five (5) calendar days of the date the grievance was submitted to the supervisor.
- (d) Level 4: If the grievance remains unresolved, the grievant shall within ten (10) calendar days from receipt the Superintendent's decision, set forth in writing the grounds for the complaint to the Board. The Board shall hold a meeting to hear the grievance and render a written decision with reasons within twenty(20) calendar days of receipt of the complaint.
- (e) Level 5: If the grievance remains unresolved, the grievant may, within fifteen (15) calendar days of the receipt of the Board's decision, request binding arbitration. Any recognized arbitrator may be used. The arbitrator will be selected by mutual consent of both parties within ten (10) calendar days of the request for arbitration.
 - (i) The arbitrator's decision shall be in writing and shall be submitted to the parties and shall be final and binding on the parties.
 - (ii) The costs for the services of the arbitrator including per diem expenses, if any, and actual and necessary travel, subsistence expenses and the cost of the hearing room shall be borne equally by

the parties. Any other expenses incurred shall be paid by the party occurring same.

SECTION 6: The time limits established herein may be shortened or lengthened only upon the mutual consent of the parties.

ARTICLE X

WORK YEAR AND TEACHING HOURS

SECTION 1: The school work year for teachers, other than new personnel who may be required to attend an additional two days of orientation, shall not exceed 186 school days.

SECTION 2: The in-school work year shall include days when pupils are in attendance, orientation days and any day when teacher attendance is required.

SECTION 3: The Board reserves the right to establish the busing and transportation schedules for the school district. The arrival and leaving times for employees must, of necessity, conform to said schedule. Any change from the length of the 1974-1975 teacher work day shall be minimal. When teachers employed by said Board have no assigned duties in addition to those customary to a normal school day, they shall not be required to be in their respective classrooms more than ten minutes prior to the students' late bell (bell beginning daily classes) and shall not be required to remain more than fifteen minutes after the final dismissal bell (as distinguished from the late bus bell), except that the teachers shall be required to remain longer, i.e., extend their day when and as necessary for the following reasons:

- (a) In-Service Training Programs;
- (b) Staff Meetings;
- (c) Student Assistance;
- (d) 1. Curriculum Development
 - aa. the development of district wide assessment instruments;
 - bb. the development of new courses of study;
 - cc. the revision of district curriculum guides; and
 - dd. the revision or expansion of curriculum activity guide books.
- 2. That all teachers employed by the Board upon the request of their administrative superior will be required to expend no more than fifteen 15

hours beyond the teacher's usual release time per contract year for the subject of curriculum development.

3. In the event that teachers are required to expend time in excess of fifteen (15) hours per contract year to develop curriculum as defined above, such additional time will not be compensated unless prior written approval of the Superintendent is obtained. It is also understood that the rate of compensation for such additional approved services shall be \$14.50 per hour.

(e) As required by emergency situations.

Teachers shall be notified at least forty-eight hours in advance of any scheduled in-service training program or staff meetings.

SECTION 4: Teachers will be required to attend two (2) evening parent conferences a year. On the days of said evening conferences, the teachers will be dismissed from school at the usual hours of dismissal scheduled for children on the day of conferences. The length of hours of the evening conferences shall be equivalent to the length of hours of the day conferences.

ARTICLE XI SCHOOL CALENDAR

SECTION I: It is recognized by the parties hereto that the school calendar is a matter which affects all personnel, parents and students within the school district. In this connection the Board agrees that each year all changes in the calendar shall be made upon reasonable notice to the Association (such notice shall be deemed to be not less than fourteen (14) days prior to the recommendation of the adoption of such change to the Board, except in emergency situations.) The Association shall be afforded an opportunity to be heard concerning any proposed change within the aforesaid fourteen (14) calendar days. Prior to recommended adoption, the Association shall make any comments and positions known to the Superintendent. It is, however, recognized that the Board shall retain the full and

ultimate authority and discretion as to the final determination of the school calendar, which determination shall not be subject to any grievance procedure: provided, however, that nothing in this provision shall be construed to limit or restrict any existing or future legal rights or remedies available to the parties.

The parties further agree that there shall be no change implemented which would affect the terms and conditions of employment of teachers except after collective negotiations between the parties.

ARTICLE XII

MISCELLANEOUS PROVISIONS

SECTION 1: The Board agrees to discuss with the Association at personnel committee meetings the following subjects, items or areas:

- (a) Teacher Aides
- (b) Teacher Assignment
- (c) Specialists
- (d) Non-Teaching Duties
- (e) Teacher Evaluations
- (f) Teacher Facilities
- (g) Meetings connected with the school
- (h) Academic Freedom
- (i) Association Rights
- (j) Mini Courses
- (k) Loss of teacher prep time due to reduction in force

It is clearly understood by the Association that the Board does not consider the above listed items as negotiable, but only discussible through the Board's personnel committee, and the inclusion of this provision in this contract shall not make these items negotiable.

SECTION 2 Inasmuch as the Board may be hiring personnel for "Extra Services" for the coming year, a list of the titles of the positions for extra services for which the Board may hire, and the rates of compensation which it projects will be paid, will be given to the Association for informational purposes. The hiring of such personnel shall be at the discretion of the Board.

SECTION 3: Whenever any teacher is required to appear before any administrator or supervisor, Board or any committee

member, representative, or agent thereof concerning a disciplinary action, he shall be given prior written notice of the reasons for such meeting or interview and shall be entitled to have a representative of the Association present to advise him and represent him during such meetings or interview.

ARTICLE XIII

FULLY BARGAINED PROVISIONS

SECTION I: This Agreement represents and incorporates the complete and final understanding and settlement by the parties of all bargainable issues which were or could have been the subject of negotiations. During the term of this Agreement neither party will be required to negotiate with respect to any such matter, whether or not covered by this Agreement and whether or not within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

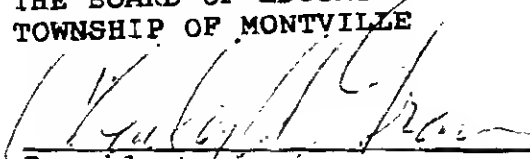
THIS AGREEMENT shall not be modified in whole or in part by the parties except by an instrument in writing duly executed by both parties.

SIGNED AND SEALED on the date above mentioned by the respective officers of the Board and the Association.

ATTEST:

Board Secretary

THE BOARD OF EDUCATION OF
TOWNSHIP OF MONTVILLE



President

ATTEST:

Secretary



Vice President

THE MONTVILLE TOWNSHIP
EDUCATION ASSOCIATION



President

SALARY PROPOSAL**SCHEDULE A****1983-1984**

<u>STEP</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+30</u>	<u>NON-DEGREE</u>
1	\$14,531	\$15,814	\$16,044	\$17,757	\$12,152
2	\$14,969	\$16,153	\$16,524	\$18,210	\$12,489
3	\$15,407	\$16,492	\$17,004	\$18,663	\$12,826
4	\$15,782	\$16,998	\$17,422	\$19,127	\$13,163
5	\$16,194	\$17,444	\$17,882	\$19,633	\$13,499
6	\$16,617	\$17,901	\$18,804	\$20,155	\$13,843
7	\$17,036	\$18,322	\$19,223	\$20,576	\$14,263
8	\$17,521	\$18,807	\$19,710	\$21,062	\$14,713
9	\$18,568	\$19,750	\$20,651	\$22,017	\$15,164
10	\$19,030	\$20,140	\$21,112	\$22,514	\$15,615
11	\$19,480	\$20,588	\$21,563	\$22,999	\$16,065
12	\$20,071	\$21,177	\$22,180	\$23,634	\$16,515
13	\$20,533	\$21,638	\$22,677	\$24,131	\$16,968
14	\$21,194	\$22,338	\$23,388	\$24,841	\$17,489
15	\$21,875	\$23,063	\$23,940	\$26,097	\$18,084
16	\$22,602	\$23,830	\$24,866	\$26,899	\$18,616
17	\$23,272	\$24,483	\$25,532	\$27,551	\$19,211
18	\$24,354	\$25,552	\$26,563	\$28,582	\$20,154
19	\$26,006	\$26,247	\$27,209	\$29,230	\$20,916
20		\$27,901	\$28,007	\$29,875	
21			\$28,709	\$30,522	
22			\$30,361	\$31,618	
23				\$33,270	

LONGEVITY GUIDE

\$150 after 15 years in Montville Township School System

\$325 after 20 years in Montville Township School System

\$500 after 25 years in Montville Township School system

IT IS EXPRESSLY UNDERSTOOD THAT A TEACHER CANNOT BENEFIT BY THE CAREER GUIDE UNTIL THEY HAVE BEEN AT THE TOP OF THIS GUIDE FOR ONE YEAR.

SALARY PROPOSAL

1984-1985

<u>STEP</u>	<u>BA</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+30</u>	<u>NON-DEGREE</u>
1	\$15,693	\$17,075	\$17,164	\$18,904	\$13,415
2	\$16,131	\$17,414	\$17,644	\$19,357	\$13,752
3	\$16,569	\$17,753	\$18,124	\$19,810	\$14,089
4	\$17,007	\$18,092	\$18,604	\$20,263	\$14,426
5	\$17,382	\$18,598	\$19,022	\$20,727	\$14,763
6	\$17,794	\$19,044	\$19,482	\$21,233	\$15,099
7	\$18,217	\$19,501	\$20,404	\$21,767	\$15,443
8	\$18,636	\$19,922	\$20,823	\$22,222	\$15,863
9	\$19,121	\$20,407	\$21,310	\$22,747	\$16,313
10	\$20,168	\$21,350	\$22,303	\$23,778	\$16,764
11	\$20,630	\$21,751	\$22,801	\$24,315	\$17,215
12	\$21,080	\$22,235	\$23,288	\$24,839	\$17,665
13	\$21,677	\$22,871	\$23,954	\$25,525	\$18,115
14	\$22,176	\$23,369	\$24,491	\$26,061	\$18,568
15	\$22,890	\$24,125	\$25,259	\$26,828	\$19,089
16	\$23,625	\$24,908	\$25,855	\$28,185	\$19,684
17	\$24,410	\$25,736	\$26,855	\$29,051	\$20,216
18	\$25,134	\$26,442	\$27,575	\$29,755	\$20,811
19	\$28,086	\$27,596	\$28,688	\$30,869	\$22,485
20		\$30,133	\$29,386	\$31,563	
21			\$30,248	\$32,265	
22			\$32,790	\$32,964	
23				\$35,932	

LONGEVITY GUIDE

\$150 after 15 years in Montville Township School System

\$325 after 20 years in Montville Township School System

\$500 after 25 years in Montville Township School System

IT IS EXPRESSLY UNDERSTOOD THAT A TEACHER CANNOT BENEFIT BY THE CAREER GUIDE UNTIL THEY HAVE BEEN AT THE TOP OF THIS GUIDE FOR ONE YEAR.

SCHEDULE B
COACHES' STIPEND 1983-1984

<u>FOOTBALL</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
Head	2,528	2,599	2,681	2,762	2,844	2,924	3,007	3,177
1st Assist.	1,354	1,392	1,435	1,477	1,519	1,563	1,647	1,817
Assistant	1,210	1,244	1,283	1,319	1,355	1,395	1,479	1,647
Assistant	1,210	1,244	1,283	1,319	1,355	1,395	1,479	1,647
Assistant	1,210	1,244	1,283	1,319	1,355	1,395	1,479	1,647
Assistant	1,210	1,244	1,283	1,319	1,355	1,395	1,479	1,647
<u>CROSS COUNTRY</u>								
	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
<u>BASKETBALL</u>								
Head	1,871	1,901	1,935	1,970	2,026	2,085	2,169	2,336
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
<u>WRESTLING</u>								
Head	1,871	1,901	1,935	1,970	2,026	2,085	2,169	2,336
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
<u>BASEBALL</u>								
Head	1,749	1,797	1,853	1,906	1,960	2,017	2,102	2,270
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
<u>TRACK</u>								
Head	1,749	1,797	1,853	1,906	1,960	2,017	2,102	2,270
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
<u>GOLF</u>								
	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
<u>LACROSSE</u>								
Head	1,749	1,797	1,853	1,906	1,960	2,017	2,102	2,270
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
<u>FIELD HOCKEY</u>								
Head	1,749	1,797	1,853	1,906	1,960	2,017	2,102	2,270
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
<u>SOFTBALL</u>								
Head	1,749	1,797	1,853	1,906	1,960	2,017	2,102	2,270
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
<u>TENNIS</u>								
	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
<u>GYMNASTICS</u>								
Head	1,749	1,797	1,853	1,906	1,960	2,017	2,102	2,270
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579

SCHEDULE B

COACHES' STIPEND 1983-1984

	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>
<u>SOCCER</u>								
Head	1,749	1,797	1,853	1,906	1,960	2,017	2,102	2,270
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
Assistant	1,149	1,181	1,218	1,255	1,291	1,327	1,412	1,579
<u>CHEERLEADER*</u>								
Varsity	831	859	891	917	942	1,021	1,099	1,256
JV	627	645	666	687	707	785	864	1,021
<u>COLOR GUARD</u>								
(Winter)	575	575	575	575	575	575	575	575

*Will receive present stipend for each season (Fall and Winter)

Initial placement on Scheduel B is the sole prerogative of the Board of Education.

LONGEVITY GUIDE

\$50 after being on Step 8 for one (1) year.

SCHEDULE 8

COACHES' STIPEND 1984-1985

	1	2	3	4	5	6	7	8
<u>FOOTBALL</u>								
Head	2,836	2,907	2,989	3,083	3,176	3,271	3,363	3,654
1st Assist.	1,519	1,557	1,601	1,650	1,699	1,747	1,797	2,090
Assistant	1,358	1,342	1,431	1,475	1,517	1,558	1,604	1,894
Assistant	1,358	1,342	1,431	1,475	1,517	1,558	1,604	1,894
Assistant	1,358	1,342	1,431	1,475	1,517	1,558	1,604	1,894
Assistant	1,358	1,342	1,431	1,475	1,517	1,558	1,604	1,894
<u>CROSS COUNTRY</u>								
	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
<u>BASKETBALL</u>								
Head	2,122	2,152	2,186	2,225	2,266	2,330	2,398	2,686
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
<u>WRESTLING</u>								
Head	2,122	2,152	2,186	2,225	2,266	2,330	2,398	2,686
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
<u>BASEBALL</u>								
Head	1,963	2,011	2,067	2,131	2,192	2,254	2,320	2,611
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
<u>TRACK</u>								
Head	1,963	2,011	2,067	2,131	2,192	2,254	2,320	2,611
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
<u>GOLF</u>								
	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
<u>LACROSSE</u>								
Head	1,963	2,011	2,067	2,131	2,192	2,254	2,320	2,611
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
<u>FIELD HOCKEY</u>								
Head	1,963	2,011	2,067	2,131	2,192	2,254	2,320	2,611
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
<u>SOFTBALL</u>								
Head	1,963	2,011	2,067	2,131	2,192	2,254	2,320	2,611
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
<u>TENNIS</u>								
	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816

SCHEDULE B

COACHES' STIPEND 1984-1985

	1	2	3	4	5	6	7	8
<u>GYMNASTICS</u>								
Head	1,963	2,011	2,067	2,131	2,192	2,254	2,320	2,611
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
<u>SOCCER</u>								
Head	1,963	2,011	2,067	2,131	2,192	2,254	2,320	2,611
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
Assistant	1,289	1,321	1,358	1,401	1,443	1,485	1,526	1,816
<u>CHEERLEADER*</u>								
Varsity	928	956	988	1,025	1,055	1,083	1,174	1,444
JV	703	721	742	766	790	813	903	1,174
<u>COLOR GUARD</u>								
(Winter)	661	661	661	661	661	661	661	661

*Will receive present stipend for each season (Fall and Winter).

Initial placement on Schedule B is the sole prerogative of the Board of Education.

LONGEVITY GUIDE

\$50 after being on Step 8 for one (1) year.

SCHEDULE C
ADVISORS' STIPEND

<u>POSITION</u>	<u>1983-1984</u>	<u>1984-1985</u>
<u>High School</u>		
Treasurer	\$ 477	\$ 549
Class Advisors - Freshman	588	676
Sophomore	588	676
Junior	588	676
Senior	697	802
Forensic	2,055	2,363
Yearbook - Layout	1,252	1,440
Photography	771	887
Business	477	549
Literary Magazine	368	423
Drama - Fall Production	844	971
Musical	1,285	1,478
Business Mgr.	147	169
Marching Band Director	2,202	2,532
Assistant	734	844
Band Front	345	397
Twirlers	440	506
Ski Club	440	506
Newspaper	697	802
National Honor Society	293	337
Service Club	440	506
Audio Visual	1,102	1,267
Senior Awards	440	506
Special Mini-Courses	293	337
Jazz Ensemble	440	506
Choral Director	440	506
Film Taker	477	549

SCHEDULE C
ADVISORS' STIPEND

<u>POSITION</u>	<u>1983-1984</u>	<u>1984-1985</u>
<u>Central School</u>		
Basketball	\$ 208	\$ 239
Basketball	208	239
Field Hockey	208	239
Softball	208	239
Softball	208	239
Soccer	208	239
Forensics	1,009	1,160
Music Programs	208	239
Music Programs	127	146
Student Council	293	337
Student Council	208	239
8th Grade Advisor	208	239
Yearbook	208	239
Newspaper	208	239
Self-Defense	208	239
<u>Elementary School</u>		
Play Production	\$109 per advisor	\$ 125 per advisor
Clubs	\$184 per advisor	\$212 per advisor
Intramurals	\$293 per advisor (60 hours)	\$337 per advisor (60 hours)
Intramurals	\$440 per advisor (90 hours)	\$506 per advisor (90 hours)

Montville Township Public Schools

Administrative Offices
39 Woodmont Road
Pine Brook, NJ 07058

September 13, 1983

Montville Township Education Association
Mr. Michael O'Brien, President
Montville High School
100 Horseneck Road
Montville, NJ 07045

Dear Mr. O'Brien:

RE: Joint Committee To Investigate Dental Insurance

This letter will confirm the intention of the Board of Education to cooperate with the Association in the formation of a Joint Committee to investigate the availability of alternative forms of dental coverage to members of the Association. It is envisioned that the Committee will be composed equally of members of the Board and the Association.

The Committee's specific function will be to attempt to make recommendations to the respective bodies regarding availability of coverage that will allow members of the Association to purchase coverage other than the present single coverage provided by the Board.

It is to be understood, however, that the Board's cooperation in regard to this Committee will not bind the Board of Education to fund any alteration in coverage. It is also understood that any recommendation made by the Committee which is ultimately implemented and administered by the Board must be subject to current agreements which the Board of Education may have with existing insurance carriers.

Please communicate with me regarding steps to implement the formation of this Committee as soon as possible.

Very truly yours,

Geoffrey A. Nelson
Chairman of Negotiations

GAN:DR:mc